

49. Please describe how many employees, and what were the circumstances? (In response to Question 48. "Have you instructed any of your agency's employees not to discuss or criticize the performance of the Edison HCM component?")

1. Managers in the agency were instructed to be positive to help facilitate this change.
2. I have encouraged the HR Staff (five) to be understanding of the issues our employees encounter and to help them resolve those issues but to avoid blaming everything on the "system".
3. We tried to put as much of a positive emphasis in our communications on the transition as possible.